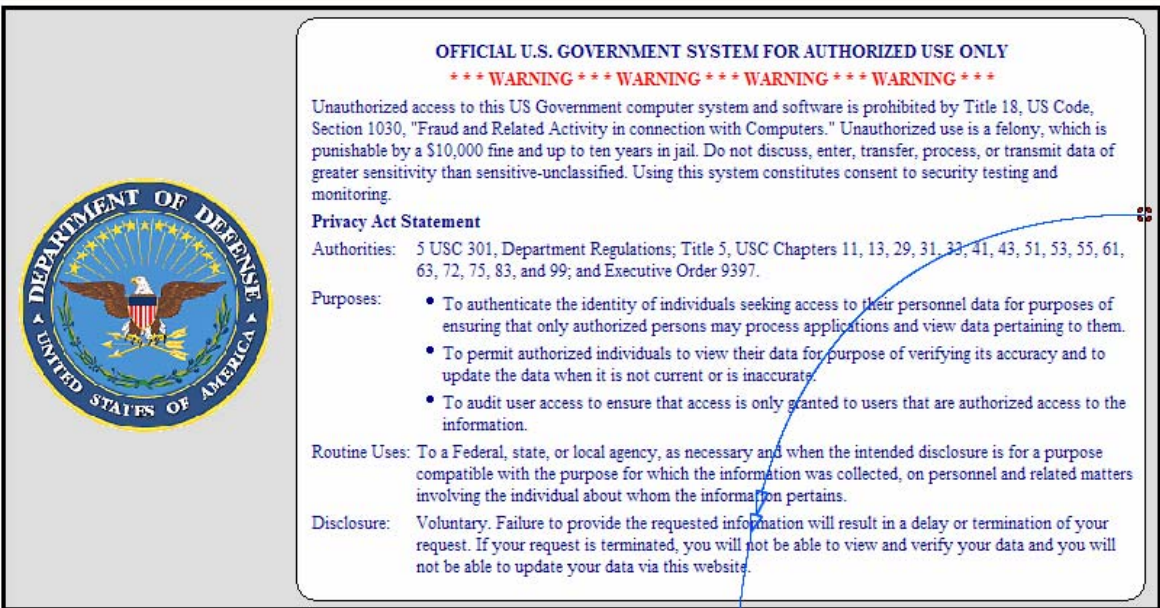




**Text Captions**

Logging on as a rating official and finalizing a performance plan.



**OFFICIAL U.S. GOVERNMENT SYSTEM FOR AUTHORIZED USE ONLY**  
**\*\*\* WARNING \*\*\* WARNING \*\*\* WARNING \*\*\* WARNING \*\*\***

Unauthorized access to this US Government computer system and software is prohibited by Title 18, US Code, Section 1030, "Fraud and Related Activity in connection with Computers." Unauthorized use is a felony, which is punishable by a \$10,000 fine and up to ten years in jail. Do not discuss, enter, transfer, process, or transmit data of greater sensitivity than sensitive-unclassified. Using this system constitutes consent to security testing and monitoring.

**Privacy Act Statement**

**Authorities:** 5 USC 301, Department Regulations; Title 5, USC Chapters 11, 13, 29, 31, 33, 41, 43, 51, 53, 55, 61, 63, 72, 75, 83, and 99; and Executive Order 9397.

**Purposes:**

- To authenticate the identity of individuals seeking access to their personnel data for purposes of ensuring that only authorized persons may process applications and view data pertaining to them.
- To permit authorized individuals to view their data for purpose of verifying its accuracy and to update the data when it is not current or is inaccurate.
- To audit user access to ensure that access is only granted to users that are authorized access to the information.

**Routine Uses:** To a Federal, state, or local agency, as necessary and when the intended disclosure is for a purpose compatible with the purpose for which the information was collected, on personnel and related matters involving the individual about whom the information pertains.

**Disclosure:** Voluntary. Failure to provide the requested information will result in a delay or termination of your request. If your request is terminated, you will not be able to view and verify your data and you will not be able to update your data via this website.

**ORACLE<sup>®</sup>**  
**E-BUSINESS SUITE**

User Name

Password

[Forgot your password?](#)

**Text Captions**

Luke logs on to the Performance Appraisal Application through **My Workplace**.

Department of Defense

Home Logout Preferences Help

**Navigator**

My Biz Please select a responsibility.

My Workplace

**Favorites** Edit Favorites

CPMS does not maintain Federal Long Term Care Insurance and Flexible Spending Account Programs.


- ☐ TSP Homepage
- ☐ OPM Homepage
- ☐ MyPay
- ☐ USA Jobs
- ☐ OPM Health Benefits Homepage
- ☐ OPM Life Insurance Homepage
- ☐ OPM Retirement Homepage
- ☐ Self Service Information
- ☐ Federal Long Term Care Insurance Program
- ☐ Flexible Spending Account

Home | Logout | Preferences | Help

Copyright 2000-2004 Oracle Corporation. All rights reserved. Oracle Privacy Statement

### Text Captions

Luke logs on to the Performance Appraisal Application through **My Workplace**.

 **Department of Defense**

[Home](#) [Logout](#) [Preferences](#) [Help](#)

---

**Navigator**

- [My Biz](#)
- [My Workplace](#)
  - [All Actions Awaiting Your Attention](#)
  - [NSPS Appraisals \(My Workplace\)](#)
  - [My Employee Information](#)

**Favorites** [Edit Favorites](#)

CPMS does not maintain Federal Long Term Care Insurance and Flexible Spending Account Programs.

- [TSP Homepage](#)
- [OPM Homepage](#)
- [MyPay](#)
- [USA Jobs](#)
- [OPM Health Benefits Homepage](#)
- [OPM Life Insurance Homepage](#)
- [OPM Retirement Homepage](#)
- [Self Service Information](#)
- [Federal Long Term Care Insurance Program](#)
- [Flexible Spending Account](#)


---

[Home](#) | [Logout](#) | [Preferences](#) | [Help](#)

Copyright 2000-2004 Oracle Corporation. All rights reserved. [Oracle Privacy Statement](#)

### Text Captions

Luke logs on to the Performance Appraisal Application through **My Workplace**.


**Department of Defense**  
 Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#) [Help](#)

[Notifications](#) [Appraisals](#)

**Rating Official**

**Performance Management As Rating Official**

[View All Appraisals By Employee](#)

**Plans/Appraisals in Progress**

Create

Initiator	Employee	Appraisal Effective Date	Status	Participation Status	Details	Appraise	Delete	Print
Maggelon, Luke	Hollis, Aaron	01-Jan-2008	Ongoing	Open				
Maggelon, Luke	Zeigler, Adam	01-Jan-2008	Transferred	Open				

**Completed Plans/Appraisals**

Please enter your search criteria and select the "Go" button to see the result. Note that the search is case insensitive.

Employee

Appraisal Effective Date

Appraisal Type

Employee	Appraisal Effective Date	Rating Cycle Start Date	Rating Cycle End Date	Appraisal Type	Details	Delete
No data exists.						

[View All Appraisals By Employee](#)

[Notifications](#) | [Appraisals](#) | [Home](#) | [Logout](#) | [Preferences](#) | [Help](#)

Copyright 2000-2004 Oracle Corporation. All rights reserved. [Oracle Privacy Statement](#)


### Text Captions

When logged on, the Rating Official - Performance Management As Rating Official page is displayed. On this page, Luke can view the status of his employees' performance plans.

Take a look at the two employees listed. Notice that Aaron's status is "Ongoing" and that the pencil under the Appraise column is highlighted. This indicates that Luke has ownership of Aaron's plan.

Notice that the pencil for the other plan is not highlighted. This indicates that this employee currently has ownership of his plan.

Luke selects **Appraise** to continue.

 **Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

---

### Rating Official Review

Transfer to Employee

Update Appraisal

Submit Recommended Ratings

Employee Name

Aaron Hollis

Position

10000.GENERAL  
ENGINEER.73210.DD48.APPR

Occupational Code

0801.Engineering (NSPS)

Employee Number

36646

Organization

CIVILIAN PERSONNEL  
MANAGEMENT SERVICE DD48H50000  
01

Location

Rosslyn, US

Pay Plan/Pay Band

YD-02

Work Schedule

Full-Time

Pay Pool ID

Assignment Status

Active Appointment

---

### Setup Details

Initiator

Maggelon, Luke

Appraisal Type

Annual Appraisal - NSPS

Appraisal Period Start Date

01-Oct-2006

Appraisal Period End Date

30-Sep-2007

Rating Official

Maggelon, Luke

Appraisal Effective Date

01-Jan-2008

Performance Plan Approval Date

Change Rating Official

---

### Relevant Organizational Mission/Strategic Goals

1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects.

2. Structure internal processes to quickly develop and deploy as-needed engineering solutions.

3. Streamline and improve processes to deliver world-class safety and occupational health programs.


---

### Job Objectives

Show All Details | Hide All Details

### Text Captions

He selects **Update Appraisal** to review job objectives and associated contributing factors, and finalize them.

**Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) >

**Update Plan/Appraisal**

Employee Name **Aaron Hollis**

Position **10000.GENERAL  
ENGINEER.73210.DD48.APPR**

Occupational Code **0801.Engineering (NSPS)**

Employee Number **36646**

Work Schedule **Full-Time**

Pay Pool ID

Organization **CIVILIAN PERSONNEL  
MANAGEMENT SERVICE DD48H50000  
01**

Location **Rosslyn, US**

Pay Plan/Pay Band **YD-02**

Assignment Status **Active Appointment**

**Cancel**

**Save and Continue**

**Apply**

**Setup Details**

\* Indicates required field

Appraisal Type **Annual Appraisal - NSPS**

\* Rating Cycle Start Date **01-Oct-2006**

\* Rating Cycle End Date **30-Sep-2007**

\* Template **Default Appraisal Template**

\* Appraisal Effective Date **01-Jan-2008**

Assignment Number **36646**

Rating Official **Maggelon, Luke**

Performance Plan Approval Date

(example: 21-Aug-2006)

(example: 21-Aug-2006)

**Relevant Organizational Mission/Strategic Goals**

1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects.

2. Structure internal processes to quickly develop and deploy as-needed engineering solutions.

3. Streamline and improve processes to deliver world-class safety and occupational health programs.

### Text Captions





Remember that the draft job objectives are in the Working Version Job Objective text box, so Luke must cut and paste each objective into the Job Objective text box. He scrolls to the Job Objectives area.

2. Structure internal processes to quickly develop and deploy as needed engineering solutions.  
3. Streamline and improve processes to deliver world-class safety and occupational health programs.

### Job Objectives

Select Object:  |

[Select All](#) | [Select None](#)

Select	Details	Objective Title	Status	Update Details	Optional Weight	Adjusted Weight (%)	Job Objective Rating	Contributing Factor Impact	Adjusted Rating	Weighted Rating	Delete
<input type="checkbox"/>	<a href="#">Show</a>	Job Objective 1 - Safety	PENDING		<input type="text" value=""/>						
<input type="checkbox"/>	<a href="#">Show</a>	Job Objective 2 - Op Mgmt	PENDING		<input type="text" value=""/>						

### Overall Employee Feedback

☒ TIP Provide input that you wish to have considered as part of your performance rating assessment

### Overall Rating and Comments


Overall Rating

Overall Comments

### Text Captions

He selects **Update Details** to update the first job objective.



 **Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) > [Update Plan/Appraisal](#) >

**Update Job Objective**

Click Add Objective to create objectives against which you measure performance.

\* Indicates required field


**Placement in Pay Band**

Current Base Salary	81190
Minimum Pay Band Level	38175
Maximum Pay Band Level	85578

[Show Strategic Organizational Objectives](#)

\* Objective Title   
(Enter up to 80 characters)

Job Objective Status **PENDING**

Date Last Modified    
(example: 21-Aug-2006)

Job Objective   
(Limit to 770 characters)

[Need Help to Write Objectives](#)

**Text Captions**

Luke scrolls to the text in the **Working Version Job Objective** field.

The screenshot shows a web-based form for finalizing a performance plan. It includes several sections: a 'Job Objective' field at the top, a 'Working Version Job Objective' field below it, a 'Contributing Factors' section with a list of checkboxes, and an 'Optional Weight' dropdown at the bottom. A blue arrow originates from the 'Working Version Job Objective' field and points to the 'Job Objective' field, indicating that the user is copying text from the working version to the final objective.

Job Objective

(Limit to 770 characters)

[▶ Need Help to Write Objectives](#)

Working Version Job Objective

safety rules and regulations to include Occupational, Safety and Health (OSH) guidelines. Assists management in the effort to reduce mishaps by 5% per year with the ultimate goal being zero mishaps. Exhibits safe and responsible behavior in the workplace taking positive action to report or and eliminate potential hazards. Complies with requirement to use and wear PPE (Personal Protective Equipment) for protection and control of identified hazards. One failure to report unsafe acts or conditions or comply with safety rules and regulations during rating period is allowed.

(Enter up to 2000 characters)

Contributing Factors

- ☐ Technical Proficiency
- ☐ Critical Thinking
- ☒ Cooperation and Teamwork
- ☒ Communication
- ☐ Customer Focus
- ☐ Resource Management
- ☐ Leadership

[▶ Show Additional Information on Contributing Factors](#)

Optional Weight

### Text Captions

He copies and pastes the text from the **Working Version Job Objective** field to the **Job Objective** field.

Job Objective

(limit to 770 characters)

[Need Help to Write Objectives](#)

Working Version Job Objective

(Enter up to 2000 characters)

Contributing Factors

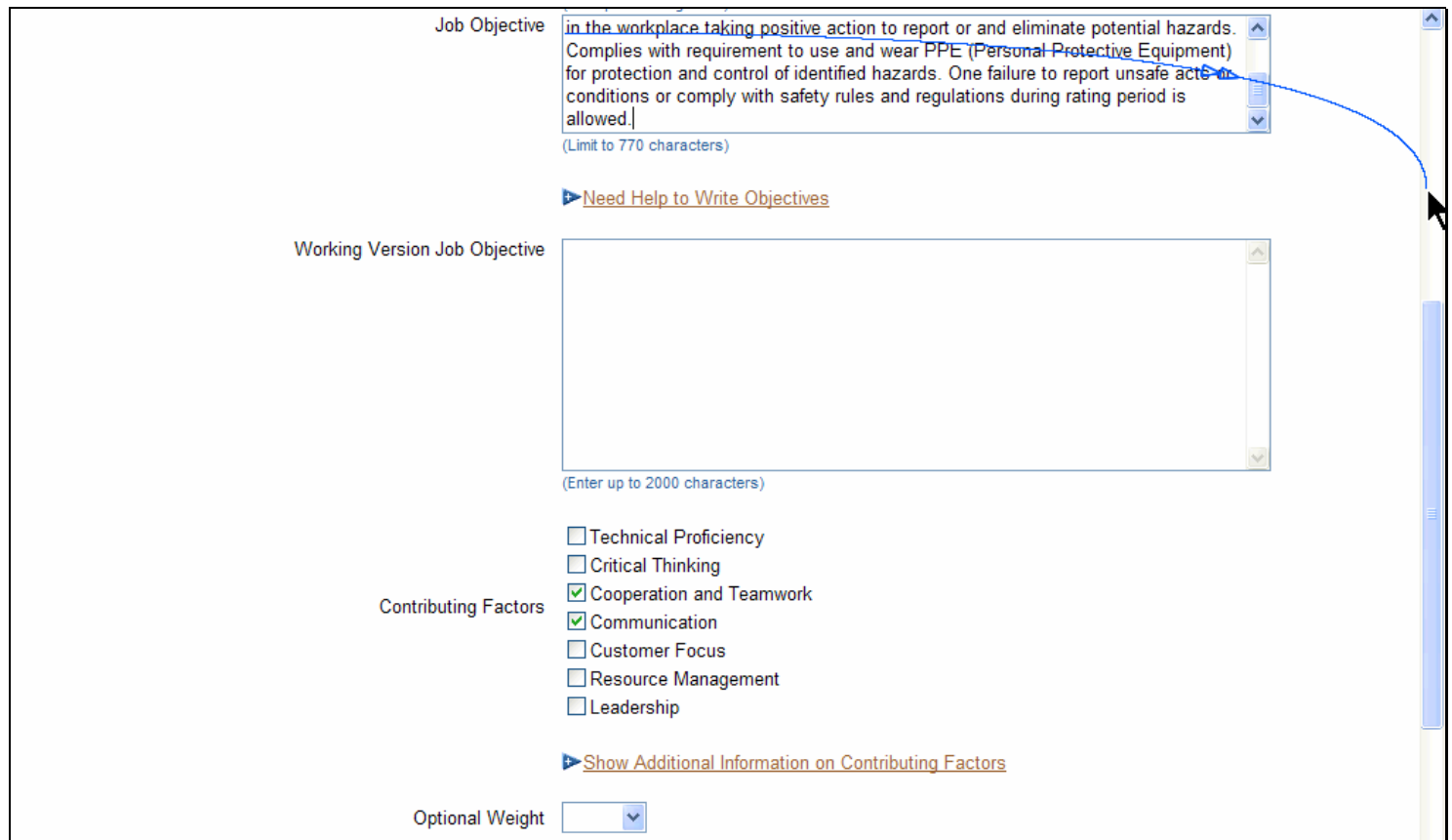
- ☐ Technical Proficiency
- ☐ Critical Thinking
- ☒ Cooperation and Teamwork
- ☒ Communication
- ☐ Customer Focus
- ☐ Resource Management
- ☐ Leadership

[Show Additional Information on Contributing Factors](#)

Optional Weight

**Text Captions**

He copies and pastes the text from the **Working Version Job Objective** field to the **Job Objective** field.



Job Objective

in the workplace taking positive action to report or and eliminate potential hazards. Complies with requirement to use and wear PPE (Personal Protective Equipment) for protection and control of identified hazards. One failure to report unsafe acts or conditions or comply with safety rules and regulations during rating period is allowed.

(Limit to 770 characters)

[▶ Need Help to Write Objectives](#)

Working Version Job Objective

(Enter up to 2000 characters)

Contributing Factors


- ☐ Technical Proficiency
- ☐ Critical Thinking
- ☒ Cooperation and Teamwork
- ☒ Communication
- ☐ Customer Focus
- ☐ Resource Management
- ☐ Leadership

[▶ Show Additional Information on Contributing Factors](#)

Optional Weight

**Text Captions**

He scrolls to the buttons at the top of the page.

**Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) > [Update Plan/Appraisal](#) >

**Update Job Objective**

Click Add Objective to create objectives against which you measure performance.

\* Indicates required field


**Placement in Pay Band**

Current Base Salary	81190
Minimum Pay Band Level	38175
Maximum Pay Band Level	85578

[Show Strategic Organizational Objectives](#)

\* Objective Title   
(Enter up to 80 characters)

Job Objective Status **PENDING**

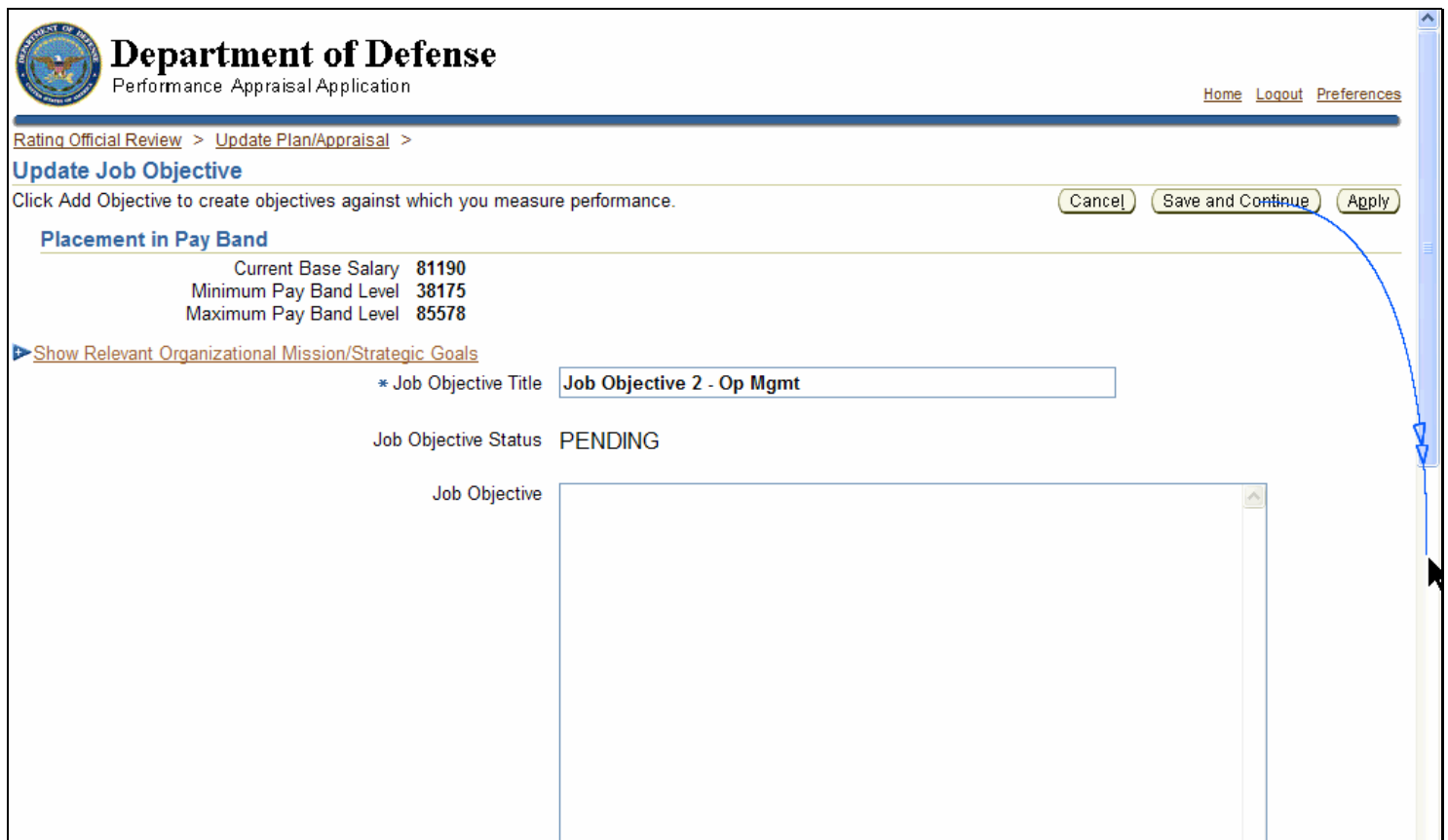
Date Last Modified    
(example: 21-Aug-2006)


Job Objective   
(Limit to 770 characters)

[Need Help to Write Objectives](#)

**Text Captions**

He selects **Apply and Update Next**.



 **Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) > [Update Plan/Appraisal](#) >

### Update Job Objective

Click Add Objective to create objectives against which you measure performance. [Cancel](#) [Save and Continue](#) [Apply](#)

#### Placement in Pay Band

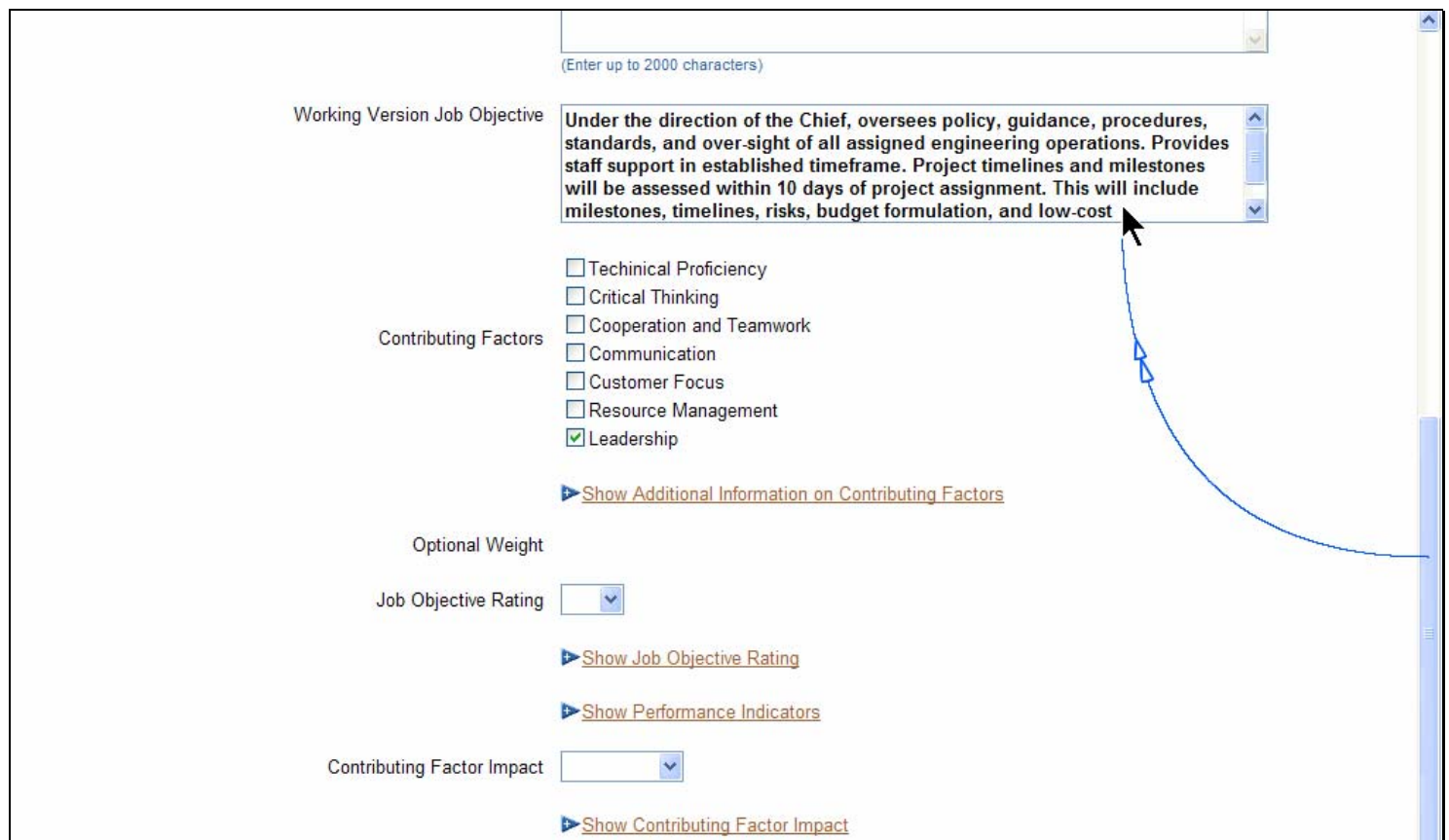
Current Base Salary	81190
Minimum Pay Band Level	38175
Maximum Pay Band Level	85578

[Show Relevant Organizational Mission/Strategic Goals](#)

* Job Objective Title	Job Objective 2 - Op Mgmt
Job Objective Status	PENDING
Job Objective	

### Text Captions

Luke scrolls to the **Working Version Job Objective** field for the second objective.



(Enter up to 2000 characters)

Working Version Job Objective

Under the direction of the Chief, oversees policy, guidance, procedures, standards, and over-sight of all assigned engineering operations. Provides staff support in established timeframe. Project timelines and milestones will be assessed within 10 days of project assignment. This will include milestones, timelines, risks, budget formulation, and low-cost

Contributing Factors

- ☐ Technical Proficiency
- ☐ Critical Thinking
- ☐ Cooperation and Teamwork
- ☐ Communication
- ☐ Customer Focus
- ☐ Resource Management
- ☒ Leadership

[Show Additional Information on Contributing Factors](#)

Optional Weight

Job Objective Rating

[Show Job Objective Rating](#)

[Show Performance Indicators](#)

Contributing Factor Impact

[Show Contributing Factor Impact](#)

**Text Captions**

And he copies and pastes the text for this objective like he did for the first one.

(Enter up to 2000 characters)

Working Version Job Objective

Under the direction of the Chief, oversees policy, guidance, procedures, standards, and over-sight of all assigned engineering operations. Provides staff support in established timeframe. Project timelines and milestones will be assessed within 10 days of project assignment. This will include milestones, timelines, risks, budget formulation, and low-cost

Contributing Factors

- ☐ Technical Proficiency
- ☐ Critical Thinking
- ☐ Cooperation and Teamwork
- ☐ Communication
- ☐ Customer Focus
- ☐ Resource Management
- ☒ Leadership

[Show Additional Information on Contributing Factors](#)

Optional Weight

Job Objective Rating

[Show Job Objective Rating](#)

[Show Performance Indicators](#)

Contributing Factor Impact

[Show Contributing Factor Impact](#)

### Text Captions

And he copies and pastes the text for this objective like he did for the first one.



* Job Objective Title	Job Objective 2 - Op Mgmt
Job Objective Status	PENDING
Job Objective	<div></div> <div>(Enter up to 2000 characters)</div>
Working Version Job Objective	<div></div>
Contributing Factors	<div><input type="checkbox"/> Technical Proficiency</div> <div><input type="checkbox"/> Critical Thinking</div> <div><input type="checkbox"/> Cooperation and Teamwork</div> <div><input type="checkbox"/> Communication</div>

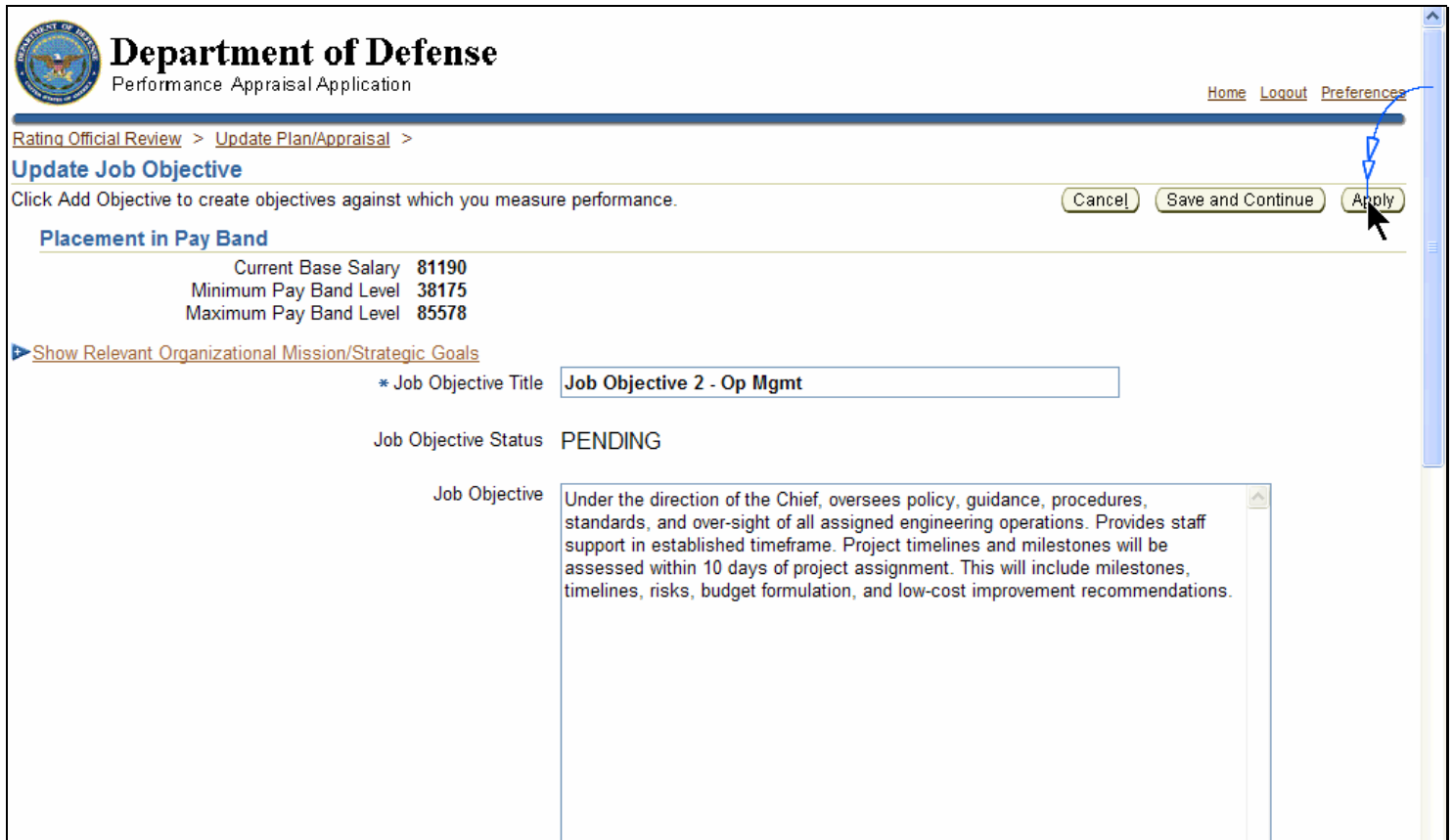
**Text Captions**

And he copies and pastes the text for this objective like he did for the first one.

* Job Objective Title	Job Objective 2 - Op Mgmt
Job Objective Status	PENDING
Job Objective	<div>Under the direction of the Chief, oversees policy, guidance, procedures, standards, and over-sight of all assigned engineering operations. Provides staff support in established timeframe. Project timelines and milestones will be assessed within 10 days of project assignment. This will include milestones, timelines, risks, budget formulation, and low-cost improvement recommendations.</div> <div>(Enter up to 2000 characters)</div>
Working Version Job Objective	<div></div>
Contributing Factors	<div><input type="checkbox"/> Technical Proficiency</div> <div><input type="checkbox"/> Critical Thinking</div> <div><input type="checkbox"/> Cooperation and Teamwork</div> <div><input type="checkbox"/> Communication</div>

**Text Captions**

He scrolls to the top of the page.



The screenshot shows a web application for the Department of Defense. At the top left is the Department of Defense seal. The header includes the text "Department of Defense" and "Performance Appraisal Application". On the top right are links for "Home", "Logout", and "Preferences". Below the header is a breadcrumb trail: "Rating Official Review > Update Plan/Appraisal >". The main section is titled "Update Job Objective". Below this title is a instruction: "Click Add Objective to create objectives against which you measure performance." To the right of this instruction are three buttons: "Cancel", "Save and Continue", and "Apply". A blue arrow points from the "Apply" button to the "Update Job Objective" title. Below the instruction is a section titled "Placement in Pay Band" which displays three values: "Current Base Salary 81190", "Minimum Pay Band Level 38175", and "Maximum Pay Band Level 85578". Below this is a link "Show Relevant Organizational Mission/Strategic Goals". Underneath is a form field for "Job Objective Title" with the text "Job Objective 2 - Op Mgmt". Below that is the text "Job Objective Status PENDING". At the bottom is a large text area for "Job Objective" containing the text: "Under the direction of the Chief, oversees policy, guidance, procedures, standards, and over-sight of all assigned engineering operations. Provides staff support in established timeframe. Project timelines and milestones will be assessed within 10 days of project assignment. This will include milestones, timelines, risks, budget formulation, and low-cost improvement recommendations."

Department of Defense  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) > [Update Plan/Appraisal](#) >

**Update Job Objective**

Click Add Objective to create objectives against which you measure performance.

[Cancel](#) [Save and Continue](#) [Apply](#)

**Placement in Pay Band**

Current Base Salary 81190  
Minimum Pay Band Level 38175  
Maximum Pay Band Level 85578

[Show Relevant Organizational Mission/Strategic Goals](#)


\* Job Objective Title

Job Objective Status PENDING

Job Objective

Text Captions

Then he selects **Apply**.

 **Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

[Rating Official Review](#) >

**Update Plan/Appraisal**

Employee Name

Aaron Hollis

Position

10000.GENERAL  
ENGINEER.73210.DD48.APPR

Occupational Code

0801.Engineering (NSPS)

Employee Number

36646

Work Schedule

Full-Time

Pay Pool ID

Organization

CIVILIAN PERSONNEL  
MANAGEMENT SERVICE DD48H50000  
01

Location

Rosslyn, US

Pay Plan/Pay Band

YD-02

Assignment Status

Active Appointment

**Setup Details**

\* Indicates required field

Appraisal Type

Annual Appraisal - NSPS

\* Rating Cycle Start Date

01-Oct-2006

(example: 21-Aug-2006)

\* Rating Cycle End Date

30-Sep-2007

(example: 21-Aug-2006)

\* Template

Default Appraisal Template

\* Appraisal Effective Date

01-Jan-2008

Assignment Number

36646

Rating Official

Maggelon, Luke

Performance Plan Approval Date

(example: 21-Aug-2006)

**Relevant Organizational Mission/Strategic Goals**

1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects.

2. Structure internal processes to quickly develop and deploy as-needed engineering solutions.

3. Streamline and improve processes to deliver world-class safety and occupational health programs.

**Text Captions**

Luke is transferred to the Update Plan/Appraisal page. He scrolls to the Job Objective section and notices that the job objectives are pending. As a rating official, Luke has two options to approve job objectives:

2. Structure internal processes to quickly develop and deploy as needed engineering solutions.  
3. Streamline and improve processes to deliver world-class safety and occupational health programs.

### Job Objectives

Select Object:  |

Select Details	Objective Title	Status	Update Details	Optional Weight	Adjusted Weight (%)	Job Objective Rating	Contributing Factor Impact	Adjusted Rating	Weighted Rating	Delete
<input type="checkbox"/>	<a href="#">Show</a> Job Objective 1 - Safety	PENDING		<input type="text"/>						
<input type="checkbox"/>	<a href="#">Show</a> Job Objective 2 - Op Mgmt	PENDING		<input type="text"/>						

### Overall Employee Feedback

☒ TIP Provide input that you wish to have considered as part of your performance rating assessment

### Overall Rating and Comments

Overall Rating  
Overall Comments

#### Text Captions

He can individually approve each objective by selecting **Select** for each objective; or he can select **Select All** to approve all the job objectives at one time.

2. Structure internal processes to quickly develop and deploy as needed engineering solutions.  
3. Streamline and improve processes to deliver world-class safety and occupational health programs.

### Job Objectives

Select Object:  |

Select All | ~~Select None~~

Select	Details	Objective Title	Status	Update Details	Optional Weight	Adjusted Weight (%)	Job Objective Rating	Contributing Factor Impact	Adjusted Rating	Weighted Rating	Delete
<input checked="" type="checkbox"/>	<a href="#">Show</a>	Job Objective 1 - Safety	PENDING		<input type="text" value="1"/>						
<input checked="" type="checkbox"/>	<a href="#">Show</a>	Job Objective 2 - Op Mgmt	PENDING		<input type="text" value="1"/>						

### Overall Employee Feedback

☒ TIP Provide input that you wish to have considered as part of your performance rating assessment


### Overall Rating and Comments

Overall Rating

Overall Comments

### Text Captions

Then he selects the **Approve** button. When the selection is made, the job objective status switches from "Pending" to "Approved."

**Department of Defense**  
Performance Appraisal Application

Home Logout Preferences

---

Update Plan/Appraisal

Employee Name Aaron Hollis

Position 10000.GENERAL  
ENGINEER.73210.DD48.APPR

Occupational Code 0801.Engineering (NSPS)

Employee Number 36646

Work Schedule Full-Time

Pay Pool ID

Organization CIVILIAN PERSONNEL  
MANAGEMENT SERVICE DD48H50000  
01

Location Rosslyn, US

Pay Plan/Pay Band YD-02

Assignment Status Active Appointment

Cancel Save and Continue **Apply**

---

Setup Details

\* Indicates required field

Appraisal Type Annual Appraisal - NSPS

\* Rating Cycle Start Date 01-Oct-2006  
(example: 21-Aug-2006)

\* Rating Cycle End Date 30-Sep-2007

\* Template Default Appraisal Template

\* Appraisal Effective Date 01-Jan-2008

Assignment Number 36646

Rating Official Maggdon, Luke

Performance Plan Approval Date  
(X:545; Y:358) (example: 21-Aug-2006)

Relevant Organizational Mission/Strategic Goals


1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects.
2. Structure internal processes to quickly develop and deploy as-needed engineering solutions.
3. Streamline and improve processes to deliver world-class safety and occupational health programs.

**Text Captions**

There are two more steps as a rating official Luke needs to complete.

First, he goes to the Setup Details section and enters the performance plan approval date.

Finally, he selects **Apply**.

 **Department of Defense**  
Performance Appraisal Application

[Home](#) [Logout](#) [Preferences](#)

---

### Rating Official Review

[Transfer to Employee](#) [Update Appraisal](#) [Submit Recommended Ratings](#)

Employee Name	Aaron Hollis	Organization	CIVILIAN PERSONNEL MANAGEMENT SERVICE DD48H50000 01
Position	10000.GENERAL ENGINEER.73210.DD48.APPR	Location	Rosslyn, US
Occupational Code	0801.Engineering (NSPS)	Pay Plan/Pay Band	YD-02
Employee Number	36646		
Work Schedule	Full-Time	Assignment Status	Active Appointment
Pay Pool ID			

---

### Setup Details

[Change Rating Official](#)

Initiator	Maggelon, Luke	Rating Official	Maggelon, Luke
Appraisal Type	Annual Appraisal - NSPS	Appraisal Effective Date	01-Jan-2008
Appraisal Period Start Date	01-Oct-2006	Performance Plan Approval Date	15-Oct-2006
Appraisal Period End Date	30-Sep-2007		

---

### Relevant Organizational Mission/Strategic Goals

1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects.
2. Structure internal processes to quickly develop and deploy as-needed engineering solutions.
3. Streamline and improve processes to deliver world-class safety and occupational health programs.

---

### Job Objectives

[Show All Details](#) | [Hide All Details](#)

### Text Captions

He is returned to the Review page. He reviews the performance plan one last time. When satisfied, he selects **Return to Summary** at the bottom left corner of the page.



**Job Objectives**

[Show All Details](#) | [Hide All Details](#)

Details	Job Objective Title	Status	Optional Weight	Adjusted Weight	Job Objective Rating	Contributing Factor Impact	Adjusted Rating	Weighted Rating
<a href="#">▶ Show</a>	Job Objective 1 - Safety	APPROVED						
<a href="#">▶ Show</a>	Job Objective 2 - Op Mgmt	APPROVED						

**Employee Self-Assessment**

☒ TIP Provide input that you wish to have considered as part of your performance rating assessment

**Interim Reviews**

[Create Interim Review](#)

Details	Start Date	End Date	Initiator	Status	Update
No data exists.					

**Closeout Assessments**

[Create Closeout Assessment](#)


Details	Start Date	End Date	Initiator	Status	Update
No data exists.					

[Return to Summary](#) [Transfer to Employee](#) [Update Appraisal](#) [Submit Recommended Ratings](#)

Copyright 2000-2004 Oracle Corporation. All rights reserved. [Home](#) | [Logout](#) | [Preferences](#) [Oracle Privacy Statement](#)

**Text Captions**

He is returned to the Review page. He reviews the performance plan one last time. When satisfied, he selects **Return to Summary** at the bottom left corner of the page.

**Department of Defense**  
Performance Appraisal Application

Home Logout Preferences Help

Notifications Appraisals









Rating Official

Performance Management As Rating Official

View All Appraisals By Employee

Plans/Appraisals in Progress

Create Performance Plan Go

Initiator	Employee	Appraisal Effective Date	Status	Participation Status	Details	Appraise	Delete	Print
Maggelon, Luke	Hollis, Aaron	01-Jan-2008	Ongoing	Open				
Maggelon, Luke	Zeigler, Adam	01-Jan-2008	Transferred	Open				

Completed Plans/Appraisals

Please enter your search criteria and select the "Go" button to see the result. Note that the search is case insensitive.

Employee

Appraisal Effective Date

Appraisal Type

Go Clear

Employee	Appraisal Effective Date	Rating Cycle Start Date	Rating Cycle End Date	Appraisal Type	Details	Delete
No data exists.						

View All Appraisals By Employee

Notifications Appraisals Home Logout Preferences Help

Copyright 2000-2004 Oracle Corporation. All rights reserved. Oracle Privacy Statement

**Text Captions**

He is returned to the Plans/Appraisals in Progress page. From this page, Luke may view or print the performance plan on DD Form 2906 by selecting **Print** (the last icon on the row for each performance plan).

Adobe Acrobat Professional - [DD2906\_MAR2006[1].pdf]

File Edit View Document Comments Tools Advanced Window Help

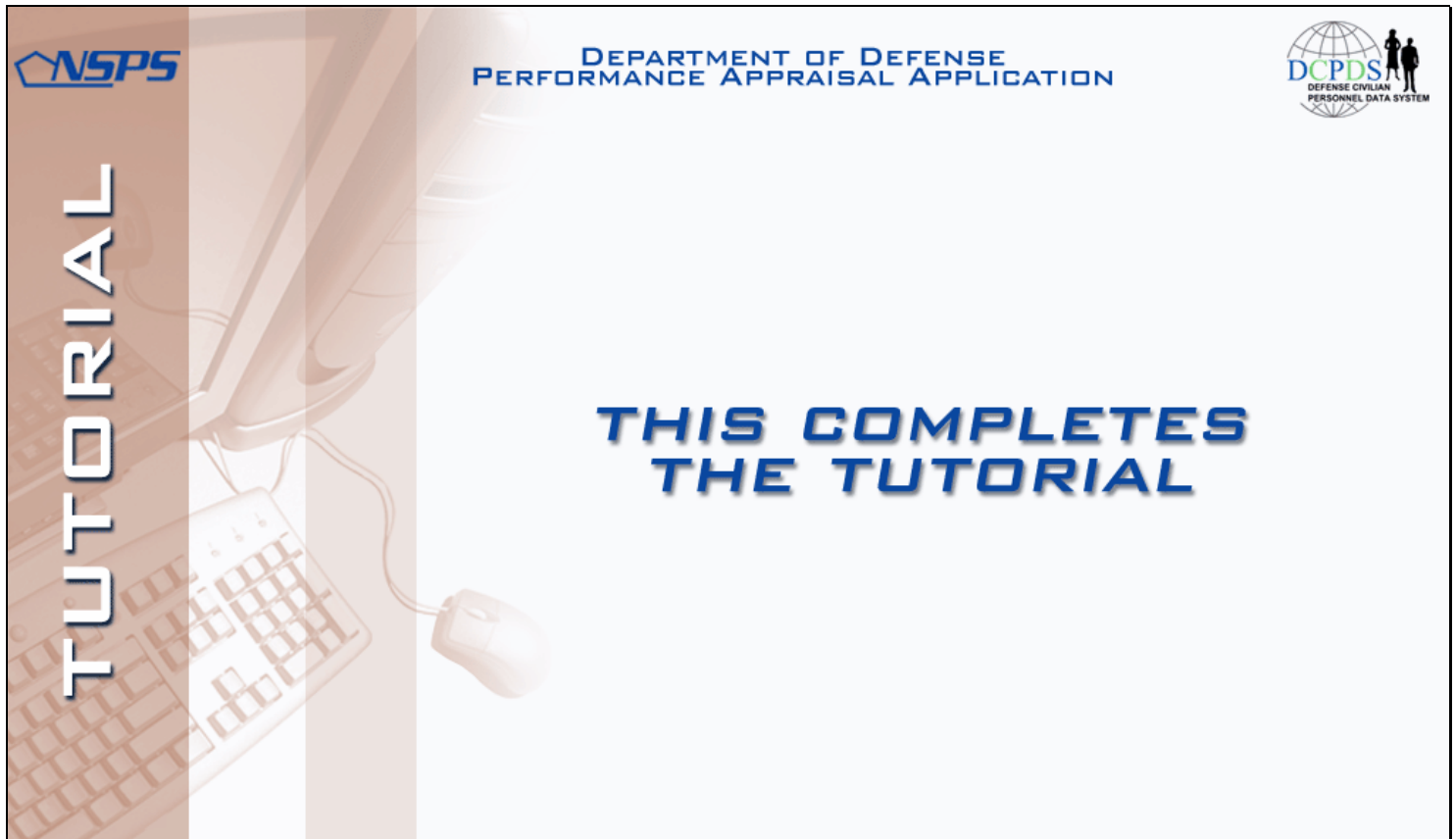
58%

Bookmarks Signatures Pages Model Tree Attachments

DEPARTMENT OF DEFENSE NATIONAL SECURITY PERSONNEL SYSTEM (NSPS)			
PERFORMANCE PLAN			
INTERIM REVIEW(SYCLOSCOUT ASSESSMENT)			
ANNUAL PERFORMANCE APPRAISAL			
(Please read Privacy Act Statement and Instructions before completing this form.)			
<b>PART A - ADMINISTRATIVE DATA</b>			
1. APPRAISAL PERIOD:	a. START DATE (YYYYMMDD) 20051001	b. END DATE (YYYYMMDD) 20070930	
2. EMPLOYEE NAME (Last, First, Middle Initial)	Hollis, Aaron		
3. SOCIAL SECURITY NUMBER (Last 4 digits)	XXXX-XX-XXXX		
4. POSITION TITLE	GENERAL ENGINEER		
5. PAY SCHEDULE/OCCUPATIONAL CODE/PAY BAND	YD / 0801 Engineering (OSFS) / 02		
6. ORGANIZATION	CIVILIAN PERSONNEL MANAGEMENT SERVICE DD48H50000 01		
7. PAY BAND RANGE AND BASE SALARY AS OF APPRAISAL START DATE	a. CURRENT BASE SALARY \$ 81,150		
8. DUTY STATION	512128013-HORSELYN / ARLINGTON / VIRGINIA		
9. PAYPOOL ID	b. BEGINNING OF RANGE \$ 38,175	c. END OF RANGE \$ 85,578	
<b>PART B - RELEVANT ORGANIZATIONAL MISSION/STRATEGIC GOALS</b>			
1. Develop safe, cost-effective engineering solutions for nuclear weapons transportation and security projects. 2. Structure internal processes to quickly develop and deploy as-needed engineering solutions. 3. Streamline and improve processes to deliver world-class safety and occupational health programs.			
<b>PART C - PERFORMANCE PLAN DOCUMENTATION</b>			
The following signature blocks should be signed within 30 days from the start of the appraisal period, entrance on duty of a new employee, or upon formal change to this plan.			
1. MEANS OF DELIVERY (Enter date, under method used)	a. FACE-TO-FACE	b. TELEPHONE	c. OTHER (Explain):
2. a. PRINTED NAME OF RATING OFFICIAL/SUPERVISOR (Last, First, Middle Initial)	b. SIGNATURE		
c. TITLE AND ORGANIZATION SUPV GEN ENGINEER CIVILIAN PERSONNEL MANAGEMENT SERVICE DD48H50000 01			
3. a. PRINTED NAME OF HIGHER LEVEL REVIEWER (Last, First, Middle Initial)	b. SIGNATURE		
c. TITLE AND ORGANIZATION			
4. a. SIGNATURE OF EMPLOYEE (Receipt acknowledged. Signature does not indicate agreement or disagreement.)	b. DATE (YYYYMMDD)		

## Text Captions

He is returned to the Plans/Appraisals in Progress page. From this page, Luke may view or print the performance plan on DD Form 2906 by selecting **Print** (the last icon on the row for each performance plan).

**Text Captions**

Congratulations! This completes the demonstration of how to use the Performance Appraisal Application to establish a performance plan.

As you can see, the online tool supports and facilitates ongoing communication throughout the planning process and is a quick and easy tool to learn and use.

To support you as you spiral into NSPS, DoD is developing a series of user guides, online tutorials, and Web-based training to support use of the online tool suite.

For additional information on NSPS or the suite of online tools, visit the following Web sites:

Your Component web site

[http://www.cpms.osd.mil/nsps/performance\\_management.html](http://www.cpms.osd.mil/nsps/performance_management.html)

<http://www.cpms.osd.mil>.

We wish you well as you embark on completing your first NSPS performance plan.